

SHARKY THEATER

Question: The Navy loses women post-pregnancy. Army has an effective pre- and post- pregnancy physical training program. Has the Navy looked at other services and how they treat their pregnant service members?

Answer: The Physical Fitness Assessment Working Group at OPNAV has tasked BUMED to develop a Sailor post-partum exercise program-to support post-partum Sailors ability to re-attain or exceed previous fitness goals. BUMED is making a film about Pregnancy and Postpartum Physical Training and is consulting with the Army on this program.

Of note: Navy monitors fleet feedback from the Pregnancy and Parenthood survey to determine what factors might motivate servicemembers to leave the Navy. The top three consistent factors cited for both male and female officers and enlisted personnel have been: ability to start a family, impacts of the Navy on their family, and maintaining a work-life balance. This feedback has been used to expand maternity leave and broaden alternative career paths options, like the Career Intermission Program (CIP), that offer servicemembers a chance to establish a greater work-life balance.

PACFLT

Question: The PACFLT staff completed a Shore Manning Requirements Determination (SMRD)? Where are we in the process?

Answer: We've identified and validated our billets and we are working on getting a percentage funded. We will provide the latest info of this process so everyone is aware of where we stand.

The approved SMR results have been processed and a new Activity Manning Document (AMD) has been issued. All directorates and special assistants have been issued their AMD sections.

N12 is working with respective SMEs to verify that the SMR results have been accurately reflected on the new AMD.

The AMD is the basis of future manpower and manning decisions. Although there are numerous unfunded requirements listed on the AMD, CPF currently does not have any available FTE/E/S to address unfunded requirements outside of the POM process. POM-18 efforts are ongoing with the consolidated fleet POM-18 manpower submission having been briefed today to the OPNAV Flag Advisory Board.

As end strength and FTEs become available, sourcing will be authorized IAW recent DCOM approved priority listing that was established and reviewed by CPF TFUB and Executive Review Board processes.

TOWN HALL

Question: Can the pattern of life/COLA surveys be printed or forwarded?

Answer: The Pattern of life/COLA survey is an online only survey and can only be printed by the user after completing each section online.

Question: Is the survey CAC enabled or does it require CAC card to complete?

Answer: Access to the survey does not require a CAC card.

Additional Information Regarding 2016 COLA Survey

- 11-14 Jan 2016: PACOM Sponsored COLA Survey training for service components
- Jan 2016: CNRH All Naval Activity message will be published notifying Sailors
- Feb 2016: The LPS conducted
 - Active duty personnel stationed in Hawaii for at least 3 months will be eligible to participate
 - Sailors and families have 30 days to participate
 - Plan of the Week and TRIAD level communications will be provided to inform Sailors

- o Weekly progress status report identifying participation rates will be provided by PACOM and DTMO to track participation
- DTMO website
(<http://www.defensetravel.dod.mil/site/colaSurvey.cfm>)

Question: Why do Flags or SESs have to approve alternate work schedules and overtime for civilians?

Answer: Current approval levels are in policy documents that may be altered as appropriate. Work schedule changes currently require Directorate level approval which in some cases may be a FLAG or SES, but not all. Overtime approval requires the raters of the first line supervisor, which may be FLAG/SES, but it is not required to be at that level. We learned that the timekeeping process was incorrectly posted in the timekeeping system (SLACADA) and stated that Director level approval was required for overtime. That has since been changed to reflect the current policy. We will continue to monitor the current application of the policy approval levels and evaluate whether additional changes are necessary. Additionally, there will be an IG audit scheduled in February 2016 that will provide additional analysis and feedback. Regarding overtime approval, (ASN (FM&C) memo of 01 Jun 2010 and COMNAVREGHIINST 12000) both state approval of overtime can be delegated to "at least one organizational level above the level ordering the use of overtime or compensatory time". This means that Flag or SES level approval is NOT required unless it is actually the "next level above". However, we discovered that the the SLDCADA landing page incorrectly stated that Director-level approval was required for overtime. This incorrect language has been removed.

Question: Why do Flag or SES have to approve official travel?

Answer: According to our internal policy (COMPACFLTNOTE 7110 of 17 Aug 15) which ensures travel is assessed at mission essential and consistent with our reduced budgetary environment, the ED/Chief of Staff will approve travel for

the Directors of MOC and MHQ; the Directors of MOC and MHQ will approve travel for their N-Code Directors; and N-Code Directors and Special Assistants are authorized to approve travel within their respective codes.

Question: What is the Janitorial Contract Scope of Work?

Answer: There was a reduced level of service these past few FYs due to budget constraints at CNIC. Floors in the break rooms and stairwells were not cleaned at all (sweep, mop). We realize that many offices purchased their own vacuums and cleaning supplies. In FY16, the level of service was increased back to previous years. The floors in the break rooms and stairwells are cleaned (e.g., swept) monthly, damp mopped every 3 months, and sprayed/buffed every 6 months. If there were any instances of contractor non-performance, there is an opportunity to file a complaint form with our Facilities Operations Specialist (FOS). N46 has requested specifics on service levels from the Joint Base Public Works Department's Facilities Support Contracts (FCS) group and we will educate the staff as well as provide point of contact names/numbers to address your concerns.

Question: Do we qualify for Morale Leave like overseas stations?

Answer: Environmental and Morale Leave (EML) programs are established at overseas installations, where adverse environmental conditions require specific arrangements for leave in more desirable places at periodic intervals. Hawaii does not meet the installation selection criteria requiring adverse conditions to include extraordinary difficult living and notably unhealthful conditions, and excessive physical hardship.

Question: How is the MHQ/MOC construct working in your view?

Answer: I have been Impressed with the professionalism, capacity and efficiency of the PAFLT Headquarters and the

MOC/MHQ construct is a big part of this success. I understand that it was a huge cultural change to move away from the Napoleonic construct of straight directorates and mirror FFC, but we still make our own decisions. Some things FFC takes the lead, some things we will take the lead, and I'm fine with that. A large change in culture, like moving into a MOC/MHQ concept takes time for the staff members to adjust. Our relationship with FFC is great and we are making positive strides for the combined effort of the Navy mission.

Question: You mentioned culture. How do you manage or influence a negative culture?

Answer: Leadership has an obligation to look into any issue that may negatively affect morale and make concerted efforts to resolve the matter. Through mentorship; by talking about it; by publishing results; and participating in after-action surveys/focus groups leaders can help manage or influence negative cultures. It is also important to ensure that when diving into the details of concerns, anonymity is addressed. Leaders are pursuing the issue and finding solutions. We are not looking at specifics of who the complaint/comment came from.

Question: You demonstrated 'holding the lever over' to maintain pressure on the MOC/MHQ concept. Can you explain that further?

Answer: The most important thing I do is build relationships. Trust is the most important byproduct of relationships and yet trust is perishable. The metric of measuring trust is loyalty. By working day in-and day-out with the MOC and MHQ construct, maintaining the battle rhythm that supports this construct, by challenging the knowledge base inside this construct, I am building relationships and trust of the MOC/MHQ process and thus I'm holding that lever over to that side. If I release the lever too early, it will spring back to the old way. So I have to keep pressure on the lever and keep it over there. Civilians Sailors have been here for many years and will continue to serve for many additional years. They/you are our continuity and stability. It will take longer to get a

civilian Sailor's buy-in on this concept since they have seen the non-MOC/MHQ concept for so many years. Our uniformed Sailors, in two years, will only know the MOC/MHQ concept and when I release the lever forcing the pressure, it will remain in place and thus we have changed the culture.

Question: We are hearing a lot about the Theater JFMCC, what are your thoughts?

Answer: Having a questioning mindset is the right way to look at things....that being said, I don't think we have it right. PACOM has RADM Montgomery working it. Briefings are occurring across all services. We're trying to get the Command and Control (C2) right before we go to PACOM. There are three issues to executing this: 1) Unity of Command; 2) Unity of Effort; and 3) Simplicity. By continuing an inclusive relationship and engaging at all levels it will make me smart. By saying, "I don't know" empowers others to open up a dialogue to answer the difficult questions.

Question: Regarding EO/EEO, it seem like a topic so beaten into us that it becomes "a silence". How do you combat "a silence"?

Answer: Good Question! EO/EEO can't be talked about enough, but how we talk about it, the mechanism used in the messaging is very important. Modulating the messaging is key to success. For instance, you would not accept discrimination or assault in your family, say a niece, nephew, aunt, sister, but I have 140,000 military and civilians Sailors in my Pacific Fleet family and I want to ensure each and every person is treated fairly and with respect. An assault on one of the Pacific Fleet family is an assault on my family. By each of us treating one another like family, it will promote a culture where destructive actions are greatly diminished.

Question: To help access the strip malls out the back gate, can those who don't live in Makalapa housing get the pedestrian access gate code?

Answer: We were advised by Joint Base Security Office on the security issues regarding the walking gates on the Makalapa Compound. The main purpose of the pedestrian gate exiting the back of the Makalapa Compound is to facilitate parents and students walking to/from the Makalapa Elementary and Radford High School. The gate on Radford Drive by the Makalapa Entrance to Joint Base Pearl Harbor Hickam (JBPHH) is to facilitate Sailors and families walking to the JBPHH proper as well as the Navy Exchange Complex. Residents are required to sign a non-disclosure agreement (NDA) to obtain the code. Lessons learned from previous policies that had a wide distribution of the code for the pedestrian gates resulted in security vulnerability concerns. The Makalapa Compound is home to the PACFLT Headquarters and many of its leadership. Maintaining the smallest number of individuals with knowledge of the gate codes and the use of NDAs minimizes the security vulnerabilities.

Question: There used to be a policy stating "no feeding Feral Cats on the compound". How can we educate and enforce it?

Answer: CNO policy letter dated 10 Jan 2002 states, "Free roaming cats and dogs pose a potential public health threat to personnel on Navy installations, and they pose a threat to wildlife including endangered species and migratory birds. In addition, this policy prohibits the feeding of feral animals on installations. I would like to ask that everyone support this policy and refrain from feeding the Feral Cats on the compound. If you see violations of this policy, please send a note to the CO, Staff Enlisted on the electronic Suggestion Box and we will address the issue.

Question: Landscaping contract around Bldg 251 is lacking such that a team of us in N6 spend a weekend morning weeding and beautifying the area. Yet last week, we saw landscaping work in around the fences that we've never seen them do before.

Answer: Thank you for helping our workplace look better. Wish it didn't come to this, but it has. The most recent landscaping you saw was the result of physical security measures that were addressed when ADM Harris was the Pacific Fleet Commander. This work is now being funded and completed. Per JBPHHINST 11010.0 (Joint Base Pearl Harbor-Hickam Building Manager Handbook), "Contract grounds maintenance is provided to most facilities on JBPHH; however, Building Managers and building occupants are responsible for the general upkeep of the grounds within 50 feet of the facility or half the distance to the next building. To ensure the grounds around their facilities are properly maintained, Building Managers are required to:

1. Purchase, stock, and maintain a small supply of trash bags, brooms, rakes, etc., as needed to carry out their responsibilities.
2. Establish and carry out periodic policing details to keep the grounds, sidewalks, curbs, and pavements surrounding the facility free from trash and unsightly debris."

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Question: If the military PT Test is mandatory, can't you make Command Climate Survey participation mandatory?

Answer: Unfortunately, forcing anyone to do any type of survey would skew the results. It has to be voluntary but I will work to encourage participation by educating the staff on the importance of the survey and knowing that I will act on anything they wish to discuss.

Question: Half of the Pacific Fleet Band was deployed and unable to complete the command climate survey due to bandwidth needed. Was there any option to extend the survey until we returned?

Answer: Unfortunately the survey can only stay open for a specific number of days. The timing of the survey was such that had to be initiated within 90 days of my taking command. However, of those band members that did take the survey, we gathered some great insight into your organization's issues such as the material condition of your WWII USMC Barracks building. We'll definitely look at the timing of the next survey and compare it with any deployments of your unit.

Question: I hear there is a new Meritorious Advancement Program? How will this apply to us?

Answer: FLTCM will address you on this topic. From FLTCM: uses of quotas went up from 66% to 96% thanks to a new "redistribution plan". Some units didn't use their quotas, so those quotas were returned to PACFLT and we redistributed to our sea duty units. Big Navy is looking at a plan to include shore duty into the program, however, it will be focused on specific rates to ensure we are balancing the force correctly.